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ABSTRACT

The Oregon State Plan for American Indian and Alaska Native (AI/AN) education was developed by AI/AN communities and educators, the State Board of Education, and the State Department of Education. The plan includes 11 major educational goals: (1) the Oregon Department of Education (ODE) should promote effective education for AI/AN children; (2) educational programs shall be developed to address the needs of all AI/AN children; (3) AI/AN parents and community leaders shall have an opportunity to provide input regarding programs for AI/AN students; (4) ODE shall develop data gathering process systems to collect and disseminate uniform and comprehensive data on AI/AN students; (5) teachers, counselors, administrators, and other ancillary personnel should be knowledgeable about and responsive to AI/AN students and their needs; (6) historical and contemporary curriculum materials that are culturally specific and age and developmentally appropriate shall be used; (7) ODE shall identify and implement nonbiased, culturally appropriate instruments to assess achievement levels of AI/AN students; (8) high quality early childhood education programs shall be developed to meet the needs of AI/AN students; (9) AI/AN students shall have equal access to all public school programs; (10) ODE shall implement strategies for reducing the AI/AN student dropout rate; and (11) the state board of education shall support the state board of higher education's policies and practices that ensure that AI/AN students are provided equal access and opportunities for postsecondary education in the state. Each major and secondary goal is accompanied by strategies for achieving the objective and related ODE responsibilities. This document also contains the Indian student bill of rights, a statement of ODE philosophy on American Indian education, and a glossary of acronyms. (TD)

ED 388 465

Oregon American Indian/ Alaska Native Education State Plan

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FOREWORD

The Oregon American Indian/Alaska Native Education State Plan, outlined in this publication, is the result of seven years of work undertaken by members and educators of the American Indian and Alaska Native communities, the State Board of Education, and staff of the Oregon Department of Education.

The Plan includes eleven state educational goals which have been carefully crafted and detailed by the members of the statewide Indian Education Planning Committee. The goals support the policy of the state Department of Education. The goals also support educational philosophy of the American Indian/Alaska Native communities and the Indian Student Bill of Rights. The Plan, when implemented, will support the vision of the Oregon Educational Act for the 21st Century by further expanding and respecting the educational rights and opportunities of American Indian and Native Alaskan children.

On behalf of the State Board and the staff of the Department of Education, we wish to commend those who worked so long and tirelessly on this document. Special thanks to LaVonne Edmo, chair of the Oregon Commission on Indian Services, Morrie Jiminez, executive officer of the Oregon Indian Coalition on Post-Secondary Education, Bob Tom, representative of the Oregon Tribal Education Contractors Association, Twila Souers, president of the Oregon Indian Education Association, and Mike Clements, acting chair, Oregon Tribes Association and general manager/education, Confederated Tribes of the Warm Springs, as well as all of the individuals who contributed their time as representatives of their communities. We also commend Robin Butterfield, Indian Education specialist for the Department of Education, for the technical assistance provided toward the completion of the project.

We look forward to the implementation of the policies and procedures contained herein and to the realization of a universal, equitable education for all of our children.

Ruth Hewett, Chair
State Board of Education

Norma Paulus
Superintendent of Public Instruction

It is the policy of the State Board of Education and a priority of the Oregon Department of Education that there will be no discrimination or harassment on the grounds of race, color, sex, marital status, religion, national origin, age or handicap in any educational programs, activities, or employment. Persons having questions about equal opportunity and nondiscrimination should contact the State Superintendent of Public Instruction at the Oregon Department of Education.

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EDUCATIONAL PHILOSOPHY

Indian Student Bill of Rights

The Indian Nations At Risk Task Force believes that every American Indian and Alaska Native student is entitled to:

- A safe and psychologically comfortable environment in school;
- A linguistic and cultural environment in school that offers students opportunities to maintain and develop a firm knowledge base;
- An intellectually challenging program in school that meets community as well as individual academic needs;
- A stimulating early childhood educational environment that is linguistically, culturally, and developmentally appropriate;
- Equity in school programs, facilities, and finances across Native communities, and in schools run by the federal government and public schools in general.

Indian Nations At Risk: An Educational Strategy for Action
Final Report of the Indian Nations At Risk Task Force
U.S. Department of Education
October, 1991

DEPARTMENT OF EDUCATION PHILOSOPHY

3820.11 American Indian Education

The State Board of Education:

- Recognizes that ORS 336.067(1)(b) requires public schools to place special emphasis on instruction in respect for all humans, and to recognize the dignity and worth of individuals and groups and their participative roles in society.

- Acknowledges that school districts within the state of Oregon which have collected American Indian student dropout and achievement information are confirming that Indian students are dropping out in greater numbers and are not achieving while in school.

- Recognizes the distinct and unique tribal governments within the state of Oregon and their special relationship with the federal government.

- Believes that all school districts should promote more effective education services for American Indian children by assuring meaningful participation of American Indian people in the planning, implementation and administration of educational services through such activities as:

  (1) Support of programs and services to meet the specific educational needs of American Indian youth and adults;

  (2) Provision for the involvement of Oregon's American Indian tribes and peoples in the total educational program;

  (3) Incorporation of American Indian history, culture and heritage in the general curricula;

  (4) Development of viable programs which will permit American Indian people to compete and excel in our society.

Further, the Board believes that within these general guidelines, local school district boards, administrators, teachers, and community leaders should work with the American Indian Citizenry so that universal education, essential to the continuation of a healthy democratic society in which all individuals have the opportunity to gain knowledge, skills and values, is promoted and supported.

Ref: ORS 336.07(1)(b), Instruction in Ethics and Morality

(Policy adopted 3/89)

GLOSSARY OF TERMS

AI/AN	American Indian/Alaska Native
CAM	Certificate of Advanced Mastery
CIM	Certificate of Initial Mastery
COSA	Confederation of Oregon School Administrators
DHR	Department of Human Resources
NWREL	Northwest Regional Educational Laboratory
ODE	The Oregon Department of Education
OBE	The Oregon State Board of Education
OCCS	Office of Community College Services
OPTE	The Office of Professional and Technical Education
OSBA	Oregon School Boards Association
SACED	Superintendent's Advisory Council on Ethnic Diversity
TSPC	Teacher Standards and Practices Commission

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3.0 Consistent with the mandate of the Oregon Educational Act for the 21st Century, ODE shall adopt a policy that encourages strong partnerships with AI/AN parents, tribal and community leaders and school districts. As partners, these local groups shall have an opportunity to provide input to school districts regarding programs for AI/AN students. 14

4.0 With the advice of the AI/AN Advisory Council, ODE shall develop data gathering process systems to obtain and disseminate uniform and comprehensive data on AI/AN students in the public schools. 17

5.0 ODE, the Superintendent of Public Instruction and the Oregon State Board of Education believe that all teachers, counselors, administrators and other ancillary personnel in the public school system should be knowledgeable about and responsive to the AI/AN students and shall support the ODE strategies to address their needs. 19

6.0 Every school district in Oregon shall be encouraged to implement AI/AN curriculum and instructional materials. Districts should select historical and contemporary curriculum materials that are culturally specific, age and developmentally appropriate. These materials should be infused throughout the curriculum. 25

7.0 In order to adequately assess the achievement levels of AI/AN students, ODE staff shall identify, develop and implement nonbiased and culturally appropriate assessment instruments. . . . 27

8.0 ODE staff with the advice of the AI/AN Advisory Council shall develop comprehensive high quality early childhood education programs to meet the needs of AI/AN students. 29

9.0 AI/AN students shall have equal access to participation in all programs offered in the public schools of Oregon. 33

10.0 ODE shall identify innovative and research-based strategies for reducing the AI/AN student dropout rate in Oregon and shall recommend their implementation. 37

11.0 The State Board of Education shall support the State Board of Higher Education's policies and practices which ensure that AI/AN students are provided equal access and opportunities for postsecondary education in the state. 40

GOAL 1.0

The Oregon Department of Education (ODE) should promote effective education for AI/AN children.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will provide technical assistance to all Oregon districts on effective strategies for education of AI/AN students and this service will be identified in the Specialist's work plan. 2. The Office of Compensatory Education will monitor delivery of educational services and will make regular reports to the AI/AN Advisory Council and the Superintendent's Advisory Committee on Ethnic Diversity.	All ODE offices and staff responsible for education programs Primary staff contact: Education Specialist assigned to implementation of the AI/AN Plan (hereafter referred to as the Indian Education Specialist) Monitoring of Plan for staff from the Office of Compensatory Education

GOAL 1.1

ODE shall provide professional staff sufficient to implement and monitor the AI/AN Education Plan. One person shall be designated as Indian Education Specialist and shall be responsible for coordination of the various components of the Plan. The Indian Education Specialist will serve as a technical assistance resource liaison and provide resource information to all AI/AN communities in the state.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. For 1993-95, direct service time of the Indian Education/Civil Rights Specialist will be increased by 25 percent to .75 FTE.* 2. This staff allocation will be evaluated in the budget process for the 1995-97 biennium as program needs and resources are determined. 3. ODE, with the AI/AN Advisory Council, will continue to identify resources to support the long-term goal.	Office of Compensatory Education Indian Education Specialist

Note: The long-term goal of the AI/AN Community is to have 1.0 FTE Indian Education Specialist; however, for now they support ODE's strategy.

GOAL 1.2

The entire Department shall participate more fully in ongoing AI/AN educational efforts.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist and other experts in the field of Indian Education will provide inservice for all ODE staff involved in implementation of the Oregon Educational Act for the 21st Century to increase awareness of, and responsiveness to, educational needs of AI/AN students so that all ODE offices can promote positive outcomes for AI/AN students.	All ODE staff and offices responsible for education programs Indian Education Specialist

GOAL 2.0
Educational programs shall be developed to address the educational needs of all AI/AN children in Oregon.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE staff involved in school improvement visits will participate in training provided by the Indian Education Specialist and other experts in the field of Indian Education to gain understanding of the educational needs of AI/AN students prior to site visits.	All ODE staff and offices responsible for education programs Indian Education Specialist
2. Site teams will review specific indicators of educational programs and outcomes, including curriculum, that reflect accuracy about the history of AI/AN populations in Oregon, and the use of effective practices in Indian Education for AI/AN students when making site visits.	
3. The Indian Education Specialist will participate as a member of site teams that visit at least ten districts per year with the greatest enrollment of AI/AN students in Oregon.	
4. School site teams will be encouraged to develop recommendations for school improvement plans that reflect responses needed on behalf of education of AI/AN students.	
5. ODE will use school improvement visits to provide opportunities for observation of local educational efforts which meet comprehensive needs of all students.	

GOAL 2.1

A state Indian Advisory Council, established by the Oregon AI/AN communities, will be recognized by ODE. The Superintendent and Board shall meet formally at least once per year with the State Indian Advisory Council regarding educational priorities, needs and the State AI/AN Education Plan.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will recognize a state AI/AN Advisory Council established and maintained by the AI/AN communities as a source of assistance and information on behalf of educational needs of AI/AN students. 2. The Council will monitor the implementation of the AI/AN plan with assistance from the Indian Education Specialist who will be responsible for facilitating communication.	Office of Compensatory Education Indian Education Specialist

GOAL 2.1.1

A state AI/AN Advisory Council shall provide to the State Board, school districts, Bureau of Indian Affairs schools and tribally controlled schools, information regarding Oregon's AI/AN student needs, programs and concerns.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will develop and distribute a newsletter four times each year to AI/AN communities and interested organizations concerning the progress of the Plan. 2. An annual report will be created by the AI/AN Advisory Council to be circulated to the Superintendent of Public Instruction, the State Board of Education and other interested groups.	Office of Compensatory Education Office of Publications Indian Education Specialist

GOAL 2.1.2

The state AI/AN Advisory Council shall monitor the state plan for AI/AN education.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will monitor the implementation of the Plan and will report on progress monthly to the Assistant Superintendent for Compensatory Education. 2. ODE staff responsible for program areas related to the plan will provide information and assistance, in coordination with the Indian Education Specialist, related to identified needs of AI/AN students according to the goals of the Plan.	Office of Compensatory Education Indian Education Specialist All ODE staff and offices responsible for education programs

GOAL 2.1.3

The Office of Compensatory Education shall provide to the AI/AN Advisory Council information on funding assistance for programs such as Title VII Bilingual Education, Chapter 1, Title V, Special Education and other appropriate programs serving AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. Specialists in ODE will make information available about federal or state program funding that could assist AI/AN students. 2. The Indian Education Specialist will actively seek funds and prepare selected proposals for competitive federal, state and private resources that could help to create new programs to better meet the educational needs of AI/AN students.	Office of Compensatory Education Indian Education Specialist

GOAL 2.1.4

ODE will promote state-based legislation that will ensure comprehensive educational services for AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The State Board of Education and the Superintendent will continue to provide leadership for development of an adequate and stable funding base for education in Oregon.	State Board of Education Office of Superintendent

GOAL 2.1.5

ODE will monitor educational programs delivering services to AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist and other skilled persons will provide inservice for all ODE staff serving as members of Core Teams monitoring for school improvement, as well as for members of Chapter 1 and Special Education Monitoring teams. 2. The Indian Education Specialist will serve as a member of the Core Monitoring Teams visiting annually the ten districts with highest enrollment of AI/AN students. 3. Title IV funds will be used to provide inservice to districts needing improvement in meeting needs of AI/AN students. 4. The Office of Professional Technical Education will target technical assistance to programs, in collaboration with the Indian Education Specialist, where AI/AN students lack access to professional technical programs or are not making satisfactory progress in those programs. 5. ODE will use school improvement visits to provide opportunities for observation of local educational efforts which meet comprehensive needs of all students.	Office of Compensatory Education Office of Professional Technical Education Indian Education Specialist Members of Core Monitoring Teams

GOAL 2.1.6

ODE will provide annual reports to the AI/AN Advisory Council and to Oregon AI/AN communities to ensure accountability in program delivery.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist will provide progress reports and an annual report to the AI/AN Advisory Council using data from an expanded Oregon Report Card format that includes race/ethnic-specific information. This report will also be provided to the Superintendent and the State Board of Education.	Office of Compensatory Education Office of School Finance and Data Services Indian Education Specialist

GOAL 2.1.7

The AI/AN Advisory Council will coordinate an annual symposium that will allow AI/AN people an opportunity to review and discuss the progress of AI/AN education and suggest modifications to the AI/AN Plan document in Oregon.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will cooperate with the AI/AN Advisory Council as it conducts annual meetings of tribal representatives, communities and the Advisory Council to review and discuss progress on the Plan. 2. Recommendations for any modifications to the Plan will be reported annually by the AI/AN Advisory Council to the Superintendent and the State Board of Education.	Office of Compensatory Education Indian Education Specialist

GOAL 3.0

Consistent with the mandate of the Oregon Educational Act for the 21st Century, ODE shall adopt a policy that encourages strong partnerships with AI/AN parents, tribal and community leaders and school districts. As partners, these local groups shall have an opportunity to provide input to school districts regarding programs for AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The State Board of Education and the Superintendent will recommend that partnerships be formed between community groups and local boards of education. ODE will be available to provide technical assistance on how to achieve the partnerships. 2. ODE will continue to provide technical assistance and training to improve and expand the parental involvement efforts of local districts. Note: Assistance may also be available through the Department of Human Resources efforts to build interagency partnerships and through the institution of the Oregon Commission on Children and Families.	State Board of Education Superintendent of Public Instruction

GOAL 3.1

ODE shall support, encourage and promote the development and implementation of cooperative agreements among tribes, schools and agencies responsible for the education of Oregon AI/AN students. The roles and responsibilities of each entity should be clearly defined.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will provide technical assistance to districts concerning the benefits of joint planning strategies among school districts, tribes and other entities responsible for AI/AN students. 2. The Indian Education Specialist will share the Warm Springs – Jefferson County School District 509J – Memorandum of Understanding with other districts as an example of a successful model worthy of consideration by other tribal governments and school districts and agencies.	State Board of Education Superintendent of Public Instruction Office of Compensatory Education Indian Education Specialist

GOAL 3.2

ODE supports the policy of consulting with the State American Indian/Alaska Native Advisory Council on matters of AI/AN education.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will meet regularly with the AI/AN Advisory Council. 2. Reports from the AI/AN Council will be received by the Superintendent and the State Board of Education at least annually.	State Board of Education Superintendent of Public Instruction Office of Compensatory Education Indian Education Specialist

GOAL 3.3

With advice from the AI/AN Advisory Council, ODE shall assure that AI/AN students have equitable educational opportunities according to federal and state regulations, and that school districts are accountable according to the regulations for public funds used in the education of AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist, and other staff of the Office of Compensatory Education, will monitor use of federal and other funds specifically designated for use for AI/AN students and will report results annually.	Office of Compensatory Education Indian Education Specialist

GOAL 3.4

In coordination with the Indian Education Specialist, all education specialists will provide technical assistance to AI/AN communities in assessing needs and securing resources, including resources which coordinate with social service agencies to better meet the needs of AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will provide technical assistance to targeted districts for applications for Title V grants and use of Center III, the Federal Technical Assistance Center for Indian Education Programs.	Office of Compensatory Education Indian Education Specialist
2. The Specialist will seek resources to update and distribute the fourth grade social studies supplement *Oregon Indians Today*, and other appropriate educational materials.	
3. ODE will support workshops on excellence for AI/AN communities through AI/AN-related conferences.	
4. ODE will work with staff of the Northwest Regional Educational Laboratory to develop an Institute for Excellence in Indian Education in August 1994 and will report news about scholarships for educators from AI/AN communities in Oregon through the AI/AN newsletter.	

GOAL 3.5

With the advice of the AI/AN Advisory Council, ODE shall identify and showcase exemplary early childhood through adult school programs that are proven to be effective with Oregon AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will work with other education specialists to identify and showcase programs that are effective and exemplary in meeting the needs of AI/AN students.	Office of Compensatory Education Indian Education Specialist Other ODE specialists
2. The results of those programs will be published in *Education First*, the ODE newspaper for Oregon educators.	

GOAL 4.0

With the advice of the AI/AN Advisory Council, ODE shall develop data gathering systems to obtain and disseminate uniform and comprehensive data on AI/AN students in the public schools.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
ODE will continue to collect and disseminate pertinent education-related information on students through the annual Fall Report. The results of the annual report are to be reported in February of each year.	Office of Student Services Office of Business Services

GOAL 4.1

ODE shall create and install a system for data collection in all districts. The system will be reviewed by the AI/AN Advisory Council. It will include data on AI/AN student achievement at grades 3, 5, 8 and 11, graduation results, dropout rates and student suspensions and expulsions. These results will be reported as appropriate by race, gender and grade level.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will gather and report data by gender and ethnic group for dropouts in grades 7-12, achievement in grades 3, 5 ,8 and 11, suspensions and expulsions in grades 7-12 and graduation results. It is the obligation of ODE to preserve student confidentiality so there must be at least ten students per grade level or 20 per school for each ethnic group for the results to be reported. These policies shall be in place for the 1994-95 reports. 2. ODE will consult with staff of the NWREL Research and Development for Indian Education on data collection issues and possibilities. 3. Office of Professional and Technical Education Management Information System and Oregon Community College Utilization Record System will be utilized to collect data for all students in Professional Technical programs, grades 9-14. 4. ODE will investigate the potential for requesting that data on discipline referrals be forwarded to ODE by districts collecting these data.	Office of Compensatory Education Indian Education Specialist Office of Professional Technical Education Office of Student Services Office of Assessment and Technology

GOAL 4.2

The Indian Education Specialist will coordinate a comprehensive annual report on the status of the Oregon AI/AN education plan and disseminate it to school districts, tribal governments, the Legislature and Indian communities.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. An annual report on the status of the AI/AN Education Plan will be prepared by the Indian Education Specialist.	Office of Compensatory Education Indian Education Specialist
2. Data specific to AI/AN student outcomes will be included in a section of the *Oregon Report Card* and these will be given to the AI/AN Advisory Council for distribution to AI/AN groups.	

GOAL 5.0

ODE, the Superintendent of Public Instruction and the Oregon State Board of Education believe that all teachers, counselors, administrators and other ancillary personnel in the public school system should be knowledgeable about and responsive to the AI/AN students and shall support the ODE strategies to address their needs.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will identify specific policies for staff development for cultural competence for ODE employees. For local school districts, based on the Oregon Educational Act for the 21st Century, ODE will encourage development and implementation of policies for cultural competence where none currently exist.	Office of Compensatory Education Indian Education Specialist Oregon State Board of Education
2. ODE and the State Board of Education will support policies and practices of the State Board of Higher Education and Teacher Standards and Practices Commission in the development and delivery of training in cultural competencies.	
3. The Indian Education Specialist will explore structures through which inservice can be made available; e.g. Small Schools Summer Institutes, Western Oregon State College mini-series institutes, continuing education department offerings, Education Service District/ODE quarterly network meetings and training through the Professional Development Center.	

GOAL 5.1

The State Board of Education and the Superintendent of Public Instruction shall support the strengthening of current teacher education standards to ensure that professional educators are knowledgeable about AI/AN students, especially Oregon tribal geography, and culture.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
ODE will continue to support Teacher Standards and Practices Commission and the State Board of Higher Education in promoting awareness of the need for understanding of the issues of AI/AN students.	Office of Compensatory Education State Board of Education Superintendent of Public Instruction

GOAL 5.1.1

The State Board of Education and the Superintendent of Public Instruction shall support the inclusion of multicultural, multiethnic and Oregon tribal information across the required teacher training curriculum.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
Indian Education Specialist will initiate meetings with key AI/AN educators. The State Board of Education will initiate discussions with TSPC and State Board of Higher Education on this goal.	Office of Compensatory Education State Board of Education Superintendent of Public Instruction

GOAL 5.1.2

ODE and the AI/AN Advisory Council will collaborate with the Teacher Standards and Practices Commission to explore strategies aimed at increasing the number of AI/AN teachers licensed in Oregon.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will initiate discussions with TSPC and the Joint Boards of Education to consider a long term strategy for increasing the number of AI/AN teachers in Oregon. 2. ODE will continue to work with the State Scholarship Commission to ensure that there are effective methods used to inform students about scholarship opportunities. 3. Information about federal resources that are available for training of Education Personnel will be shared with high schools, colleges and universities by the Indian Education Specialist as a means of developing future AI/AN educators. Some examples are Titles V and VII.	Office of Compensatory Education Indian Education Specialist State Board of Education Superintendent of Public Instruction

GOAL 5.2

With the advice of the AI/AN Advisory Council and the Superintendent's Advisory Committee on Ethnic Diversity, ODE shall identify and disseminate curriculum and instruction models focusing on intercultural teaching competencies . These curriculum and instructional models shall be recommended to districts for use in staff inservice training programs.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE inservice for staff will include strategies for achieving intercultural awareness across the curriculum. 2. In accordance with provisions of CIM, ODE Core Teams will monitor implementation of CIM processes to determine whether cultural competence instruction extends across ethnic groups.	Office of Compensatory Education Indian Education Specialist Office of Curriculum, Instruction and Field Services

GOAL 5.3

The State Board of Education and the Superintendent of Public Instruction shall encourage and support local school boards in their efforts to develop policies and procedures that shall inservice all school personnel about AI/AN students and cultures.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE, through collaboration with the Oregon School Board Association and the Confederation of Oregon School Administrators, will make cultural competence training resources available through Title IV Civil Rights funds for members of local school boards and administrative staff. 2. ODE will provide information to OSBA and COSA concerning strategies for meeting the needs of a culturally and ethnically diverse student population.	State Board of Education Superintendent of Public Instruction Office of Compensatory Education Indian Education Specialist

GOAL 5.4

ODE staff and the AI/AN Advisory Council shall develop inservice recommendations to be available to all Oregon school districts including but not limited to models such as Teacher Expectations and Student Achievement; Gender, Ethnic and Student Achievement; Respecting Ethnic and Cultural Heritage and Effective Practices in Indian Education.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist shall make information available to districts about effective inservice models that promote desired outcomes of the Oregon Educational Act for the 21st Century and the Oregon Benchmarks related to promotion of racial harmony. 2. The Indian Education Specialist shall search for appropriate resources and make districts aware of their existence and how to retrieve them.	Office of Compensatory Education Indian Education Specialist.

GOAL 5.4.1

ODE and the AI/AN Council shall develop an inclusive process for involving local AI/AN professional educators in all phases of the development and implementation of an inservice model.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
On a regular basis, the Indian Education Specialist will make information available to districts about effective inservice models, will advise districts of the availability of local AI/AN professional educators to participate in the process and will encourage districts to use these resources.	Office of Compensatory Education Indian Education Specialist

GOAL 5.4.2

Local AI/AN communities should participate in evaluating the success and appropriateness of the inservice model for their individual communities.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will provide technical assistance to districts and AI/AN communities to promote collaboration in evaluating the effects of inservice efforts to improve outcomes for AI/AN students. 2. The Indian Education Specialist will identify local resources that may be of interest or use. 3. The local AI/AN communities will be informed that agendas and minutes of Site Council meetings are available to them and that all meetings are open to the public.	Office of Compensatory Education Indian Education Specialist

GOAL 5.5

ODE will encourage school districts to increase the number of AI/AN staff employed by districts.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will support the efforts of the AI/AN Advisory Council to compile and update a directory of AI/AN people potentially available to work in Oregon schools. 2. ODE will continue to use Title IV Civil Rights funds to support minority administrator candidates enrolled in workshops sponsored by the Confederation of Oregon School Administrators and other providers.	Office of Compensatory Education Indian Education Specialist

GOAL 6.0

Every school district in Oregon shall be encouraged to implement AI/AN curriculum and instructional materials. Districts should select historical and contemporary curriculum materials that are culturally specific, age and developmentally appropriate. These materials should be infused throughout the curriculum.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE staff will explore areas in current curriculum framework and State Board adopted materials through which this goal can be addressed. 2. The Indian Educational Specialist will collect appropriate curriculum materials and disseminate them, within budget limitations, to school districts.	Office of Curriculum, Instruction and Field Services Office of Compensatory Education Indian Education Specialist

GOAL 6.1

ODE shall require some inservice training for ODE curriculum specialists and school improvement Core Team members in AI/AN information. Some training will also be optional.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist and other experts will provide inservice for all curriculum specialists, including those who participate on Core Teams using, among other things, materials approved by the Superintendent's Advisory Committee on Ethnic Diversity.	Office of Curriculum, Instruction and Field Services Office of Compensatory Education Indian Education Specialist

GOAL 6.2

ODE curriculum specialists shall include AI/AN information in all appropriate content areas for all school districts.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist will advise curriculum specialists of materials and information that can be included in integrated curriculum across the various content areas as part of the ODE inservice training.	Office of Curriculum, Instruction and Field Services Office of Compensatory Education Indian Education Specialist

GOAL 6.3

AI/AN curriculum specialists shall be involved in the process as the ODE staff develops or revises curriculum guidelines.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will include representatives of the AI/AN communities on future curriculum development committees. 2. The Indian Education Specialist will notify members of the AI/AN Advisory Council so they can review curriculum materials through their local communities and school districts and bring recommendations for improvement and adoption. 3. Copies of proposed curricula will be circulated to the AI/AN Advisory Council for review.	Office of Curriculum, Instruction and Field Services Office of Compensatory Education Indian Education Specialist

GOAL 6.4

With other Indian Education-related organizations, ODE shall develop and maintain a resource directory of AI/AN education materials and annually disseminate it to school districts. School districts and tribal education programs shall be regularly notified of the directory and should be invited to submit copies of locally developed materials.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1 The Indian Education Specialist will develop, and update annually, a directory and bibliography of these resources and distribute it to school districts, the AI/AN Advisory Council and the Ethnic Diversity Council to increase awareness of AI/AN-related materials. 2. The Indian Education Specialist, with a review committee, shall develop criteria for inclusion of materials in the directory and shall periodically review the contents.	Office of Curriculum, Instruction and Field Services Office of Compensatory Education Indian Education Specialist

GOAL 7.0

In order to adequately assess the achievement levels of AI/AN students, ODE staff shall identify, develop and implement nonbiased and culturally appropriate assessment instruments.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
ODE staff and other experts will provide ongoing training and technical assistance to schooi districts on bias-free and culturally appropriate assessment methods.	Office of Assessment and Technology

GOAL 7.1

ODE staff, SACED and the AI/AN Advisory Council shall receive inservice on evaluating assessment instruments for bias.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
When requested, ODE staff from the Office of Assessment and Technology will share guidelines and procedures for evaluating assessment instruments for bias with members of the Superintendent's Advisory Committee on Ethnic Diversity and the AI/AN Advisory Council.	Office of Assessment and Technology

GOAL 7.2

ODE staff, SACED and the AI/AN Advisory Council shall review standardized tests for cultural bias and suggest revisions where appropriate.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
ODE will invite representatives of SACED and the AI/AN Advisory Council to join as cultural bias reviewers for ODE statewide tests as they are being developed.	Office of Assessment and Technology

GOAL 7.3

ODE shall review with the AI/AN Advisory Council guidelines for the development and use of student portfolios. Core Teams from ODE shall monitor the use of the portfolios as they visit school districts.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
Upon request, ODE will review guidelines and accept feedback for the assessments to be used for the Certificate of Initial Mastery with members of the Superintendent's Advisory Committee on Ethnic Diversity and the AI/AN Advisory Council.	Office of 21st Century Schools Office of Assessment and Technology

GOAL 7.4

ODE staff, including the Indian Education Specialist, will work with SACED and the AI/AN Advisory Council to identify culturally appropriate performance-based assessment activities for AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist will work with members of the Superintendent's Advisory Committee on Ethnic Diversity, and the AI/AN Advisory Council to identify alternative culturally appropriate performance-based assessment options for AI/AN students, and provide information to school districts.	Office of Assessment and Technology Office of Compensatory Education Indian Education Specialist

GOAL 8.0

ODE staff with the advice of the AI/AN Advisory Council shall develop comprehensive high quality early childhood education programs to meet the needs of AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will identify AI/AN communities eligible for assistance in applying for federal or state funds for pre-school programs and provide assistance in making applications. 2. ODE-appointed committees on Early Childhood Education will have appropriate representation from AI/AN communities.	Office of Compensatory Education Indian Education Specialist

GOAL 8.1

The State Board of Education and the Superintendent of Public Instruction will continue to support full participation of all eligible children in preschool Early Childhood Education Programs as a high priority.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE staff will continue to provide information to the Legislative Assembly on the numbers of children served and unserved by Prekindergarten and federal Head Start programs in Oregon. 2. The Superintendent of Public Instruction and State Board of Education will maintain Early Childhood Education as a high priority in their legislative packages.	State Board of Education Superintendent of Public Instruction

GOAL 8.2

Effective teacher/staff training shall be implemented including the use of culturally appropriate curriculum and resources.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will continue to regularly monitor all Head Start and Oregon Prekindergarten Programs and make information about staff development opportunities available to all school districts in the state. 2. ODE will include in its staff development programs information about culturally appropriate curriculum and resources.	Office of Student Services Indian Education Specialist

GOAL 8.3

Comprehensive, culturally sensitive and appropriate parent training and parental involvement shall be made a priority.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will continue to monitor programs to ensure that parents are included in the education planning for their children. 2. Parents will be included on all advisory committees established by the Superintendent of Public Instruction and the State Board of Education pertaining to Early Childhood Education Programs.	Office of Student Services Indian Education Specialist Office of Volunteer Development

GOAL 8.4

Screening procedures shall be mandated for early detection of exceptional learners.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will work with the AI/AN Advisory Council to develop a communication plan and a contact person in each AI/AN community to increase opportunities for AI/AN families to be aware of these services. 2. Appropriate reports from "Child Find" will be monitored to assure programming for exceptional learners.	Office of Compensatory Education Indian Education Specialist Office of Special Education Specialist for Talented and Gifted Education

GOAL 8.5

Teachers and administrators assigned to Prekindergarten Early Childhood Programs shall complete inservice training that includes cultural competencies.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist will work with the Early Childhood Council to ensure that cultural competencies adequate to meet the needs identified in the AI/AN plan are included in ODE sponsored inservice activities. The ODE Early Childhood staff will provide technical assistance to prekindergarten programs for inservice training in cultural competence.	Office of Compensatory Education Indian Education Specialist Office of Student Services

GOAL 8.6

ODE rules and regulations pertaining to Oregon Prekindergarten Programs shall be reviewed periodically and revised when necessary to ensure quality and equity in programs across the state.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE will continue to monitor all Oregon Prekindergarten and selected Head Start Programs in Oregon.	Office of Compensatory Education Indian Education Specialist Office of Student Services
2. ODE will report needs for rule and regulation reform to the Superintendent of Public Instruction and the State Board of Education. Copies of all reports will be made available to the AI/AN Advisory Council upon request.	

GOAL 9.0

AI/AN students shall have equal access to participation in all programs offered in the public schools of Oregon.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist and the Director of TAG programs will facilitate a review of Oregon Administrative Rules governing selection and participation in TAG programs to ensure that guidelines for eligibility, identification and access are clear. The process should include parent and student involvement. The Department of Education shall provide staff development to districts concerning their responsibility to provide equal access in extracurricular programs.	Office of Compensatory Education Indian Education Specialist Office of Special Education

GOAL 9.1

ODE staff with input from the AI/AN Advisory Council shall assure that proposals related to education reform and restructuring (including the development of alternative educational programs' methods, techniques and services) address the provision of programs and services for AI/AN students including those with exceptional needs.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
Within its authority, ODE will monitor all state and federal grants to school districts to ensure that state and federal laws and regulations related to equity are observed and that services are delivered as proposed and/or required.	Office of Special Education Office of Compensatory Education Office of 21st Century Schools Council Office of Professional Technical Education

GOAL 9.2

As required by state and federal regulations and within available resources, ODE shall engage in a program of research, demonstration, evaluation and dissemination to improve the identification, assessment, instruction, curriculum and administration of programs for qualifying AI/AN school-age children (Pre-K - 12).

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will work with the AI/AN Advisory Council and ODE staff to determine how their expertise can assist in addressing needs of exceptional AI/AN students. 2. As appropriate, these strategies will be incorporated into the Specialist's work plan. 3. ODE will invite a representative of the AI/AN community to participate on the TAG rule drafting team of the State Board of Education.	Office of Special Education Office of Compensatory Education Indian Education Specialist

GOAL 9.3

ODE shall monitor and enforce all state and federal regulations for which it is responsible regarding programs for exceptional AI/AN students. The AI/AN Advisory Council shall review progress on this goal annually.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist shall annually make a progress report to the AI/AN Advisory Council.	Office of Special Education Office of Compensatory Education Indian Education Specialist
2. ODE Special Education staff will develop a data collection process to identify race, gender and ethnicity of students receiving special education services in Oregon schools beginning with the 1994-95 school year or as soon as possible thereafter. Student confidentiality will be preserved.	
3. Following data analysis, the Indian Education Specialist, with input from the AI/AN Advisory Council, will work with Special Education staff to develop training goals through the Comprehensive Personnel Planning Council for Special Education for implementation in 1995-96.	
4. Criteria for monitoring will emphasize identification, evaluation and development of Individual Education Plans (IEPs for special education) for AI/AN students as required by law.	
5. ODE will develop materials and conduct training through the six TAG regional training centers on identification, evaluation and programming for AI/AN students.	
6. ODE Core Teams will ascertain participation of AI/AN students in TAG programs and report results.	

GOAL 9.4

As required by federal and state regulations, ODE shall assure that Carl Perkins Act programs which require local application for funds for local communities will include strategies that address the needs of AI/AN students.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. ODE and OCCS staff will encourage districts and community colleges to request input from the AI/AN and other communities. 2. ODE and OCCS will use current monitoring efforts and Carl Perkins Standards and Measures to determine whether AI/AN students in targeted projects are making satisfactory progress and are receiving the special appropriate services. 3. The Indian Education Specialist will work to establish closer ties between ODE and the AI/AN Coalition on Post Secondary Education.	Office of Special Education Office of Compensatory Education Office of Community College Services Indian Education Specialist

GOAL 9.5

The learning centers described in the Oregon Educational Act for the 21st Century shall provide innovative and needs-appropriate AI/AN adult education programs including, but not limited to, high school completion, precollege support, cultural education, literacy, basic education, career and occupational planning, parenting and life coping skills.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Office of Community College Services and Indian Education Specialist, with input from the AI/AN Advisory Council, will develop a plan to ensure that AI/AN students have access to these centers and that program offerings address special needs of the AI/AN students. 2. The Indian Education Specialist and the AI/AN Advisory Council will work with the Office of Community College Services to address this goal.	Office of Professional Technical Education Office of Community College Services (invited) Office of Compensatory Education Indian Education Specialist

GOAL 10.0

ODE shall identify innovative and research-based strategies for reducing the AI/AN student dropout rate in Oregon and shall recommend their implementation.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist will work with ODE staff to develop strategies that will reduce dropout rates of AI/AN students in Oregon. Results will be reported in the annual report of the Indian Education Specialist, and in the Superintendent of Public Instruction's annual *Report Card*.	Office of Student Services Indian Education Specialist

GOAL 10.1

ODE shall work with AI/AN communities, tribes, education experts and school districts to design, develop and implement alternative strategies and structures for reducing the dropout rate, including but not limited to collaborating with other public agencies in implementing strategies for areas for which they share program responsibility. These include programs such as mentoring, pregnancy prevention, teen parent support services and culturally focused drug and alcohol education programs.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
1. The Indian Education Specialist will identify districts with significant AI/AN students and with other experts will provide inservice for teachers and counselors related to effective strategies for reducing the dropout rate of AI/AN students.	Office of Compensatory Education Indian Education Specialist Office of Curriculum, Instruction and Field Services
2. ODE staff of Student Services will monitor programs serving pregnant and parenting adolescents to determine whether services are accessed by eligible AI/AN students.	
3. The Indian Education Specialist will meet with staff of the Reduction of Adolescent Parenting Program (RAPP) to determine whether AI/AN communities are accessing available resources.	
4. ODE will continue to review district plans for use of Drug Free Schools and Communities Act funds to determine whether districts with AI/AN students are providing culturally appropriate drug/alcohol prevention education services.	
5. ODE staff from Health Education will continue to work with the task force planning the annual ODE staff development program on prevention to ensure that culturally appropriate models are presented.	

GOAL 10.2

Upon request, ODE shall assist school districts with the planning, development, implementation and evaluation of community-based educational programs designed to promote increased preparedness and achievement of AI/AN students planning to attend a postsecondary program.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
The Indian Education Specialist will coordinate requests for assistance with community-based education programs in response to this goal.	Office of Compensatory Education Indian Education Specialist

GOAL 11.0

The State Board of Education shall support the State Board of Higher Education's policies and practices which ensure that AI/AN students are provided equal access and opportunities for postsecondary education in the state.

The State Board of Higher Education has primary responsibility for Goal 11 including the subgoals. The State Board of Education will support the efforts of the SBHE to attain the goal and subgoals.

Goal 11.1 The SBE shall support articulation programs between high school and colleges/universities. Successful articulation programs between high schools and colleges shall promote improved school attendance, high school graduation and assist AI/AN students to gain college credit while enrolled in high school.

ODE STRATEGIES	RESPONSIBILITY OF ODE STAFF/OFFICE
ODE will continue to support advanced placement, 2+2, dual enrollment and other programs that allow high school students to earn college credit while enrolled in high school.	Office of Compensatory Education Indian Education Specialist

Goal 11.2 Inservice programs shall be developed and implemented to provide information to higher education faculty and support staff regarding the culturally related academic needs of AI/AN students.

Goal 11.3 Postsecondary institutions shall establish a comprehensive academic progress reporting procedure for AI/AN students to assure that student needs are met.

Goal 11.4 Policies and procedures that develop course content and programs designed to foster intercultural competency and awareness among *all postsecondary students* shall be developed and implemented at higher education institutions.

Goal 11.5 A process of communication between postsecondary institutions and Oregon AI/AN communities shall be established to assure continuing consultation with AI/AN students and communities.

11.5.1 Postsecondary institutions shall work in partnership with AI/AN communities to plan, develop, implement and evaluate programs designed to promote increased participation and academic success of AI/AN students.

11.5.2 Postsecondary institutions in partnership with AI/AN communities and tribes shall design and implement programs which prepare AI/AN students to meet the changing needs of their communities.

Goal 11.6 Postsecondary institutions shall provide fellowships and employment opportunities, internships, practicums and work study possibilities for credit towards graduation from high school for AI/AN students at urban, rural and reservation tribal offices and in AI/AN communities.

Goal 11.7 The State Board of Education and the State Board of Higher Education actively support federal legislation that will:

11.7.1 Provide appropriate funding support for needy AI/AN students in all levels of higher education;

11.7.2 Establish a comprehensive loan forgiveness program for AI/AN teachers and education professionals;

11.7.3 Provide other incentives that will encourage AI/AN people to choose the education profession as administrators, teachers and other professionals. Incentives may include:

- Increasing the number of quarters/semesters for financial aid eligibility;
- Increasing the number and maximum award amount for Pell grants;
- Minimizing or eliminating student/family contributions (as determined by congressional methodology);
- Removing federal income tax requirements on scholarships.

11.7.4 Simplify the financial aid application process.